

Equality and Diversity Update

Issue 25: December 2016

Disability Confident 3 cheers for NBT!

NBT is celebrating as the Department of Work and Pensions declared that we are a Disability Confident Employer at Level 2.

This means we:

- ❖ have undertaken and successfully completed a Disability Confident self- assessment
- ❖ are taking all of the core actions to be a Disability Confident employer
- ❖ are offering at least one activity to get the right people for our service and at least one activity to keep and develop our people

All of these actions build on the work we did under the Two Ticks scheme which was first awarded to the Trust in 2002.

NBT has committed to continue this work as a Disability Confident Employer.

We are seeking to gain Level 3 which means we need to be assessed by an outside organisation, Bristol City Council has agreed to do this and their team will look at this in the New Year.

NBT Equality Objectives – Important

The NBT equality objectives were set in 2012 we must now review these and agree new ones.

Come along to a meeting on Monday 12 December 2pm - 3.30pm to find out more and to identify the priorities for the next 4 years.

The equality objectives underpin the work we all do on the Equality Delivery system and these aim to deliver better care for patients and increased support for staff.

Events

Autism Awareness Training	-	7 December 2016	1.15pm - 5pm
Rainbow Faiths Event - all welcome	-	8 December 2016	12 noon - 2pm
Equality Objectives Meeting - all welcome	-	12 December 2016	2pm - 3.30pm
Disabled Staff Development Group meeting	-	13 December 2016	2.15pm - 3.45pm
Managing Disability	-	20 December 2016	2pm - 3.30pm



Mindful Employer Charter

NBT has been awarded Mindful Employer status for the 5th year running following a review. The Charter shows that NBT is positive about mental health.

We really welcome this recognition from outside the Trust as we aim to show a positive and enabling attitude to employees and job applicants with mental health issues. We try not to make assumptions about a person with a mental health problem.

Information and training about managing mental health in the workplace is offered to managers.

Rainbow Faiths Event - 8 December 2016

This event is open to all staff and patients and will be held in the Sanctuary from 12 noon – 2 p.m. The aim is to welcome people of all religions and those with none to find out more about different faiths.

There will be displays and nibbles so come along to this event which is the first to be held at NBT.

All are welcome including those without a religion or belief. For more information please contact: Julie Nicholson in the Sanctuary. E mail: Julie.Nicholson@nbt.nhs.uk

**Harassment and Bullying Advice Line
New Number 0117 414 5599, Ext: 45599**



Mental Health Matters for Lesbian, Gay, Bisexual, Trans and “Questioning”

Friday 9 December 2016, 10.30 a.m. – 1 p.m.
Triodos Bank, Lower Ground Floor, St George’s Road, Bristol BS1 5BE.

This workshop in Bristol will look at local mental health services for LGBTQ people. The aim of the event is to better understand these mental health needs, the quality of the current service provision and how relevant this is.

Aimed at people using mental health services as well as for mental health service providers, including public sector and 3rd sector groups and organisations. See here for more details:

<https://www.eventbrite.co.uk/e/lgbt-mental-health-matters-tickets-28835652212>

Access Information Standard

The aim of the accessible information standard is to make sure that people who have a disability, impairment or sensory loss get information that they can access and understand, and any communication support that they need.

<http://nbsvr16/sites/askhr/EqualityandDiversity/Pages/Disability.aspx>

Equality Calendar

World AIDS Day	:	1 Dec 2016
International Day of Persons with Disabilities	:	3 Dec 2016
Bodhi Day (Buddhists)	:	8 Dec 2016
Human Rights Day	:	10 Dec 2016
Winter Solstice (Pagan)	:	22 Dec 2016
Christmas (Christian)	:	25 Dec 2016

World AIDS Day 1 Dec 2016 - Bristol

To commemorate lives lost and to challenge the stigma, the Brigstowe Trust are holding a vigil on College Green on 1 December. There will be speeches and the lighting of candles. This will take place at 5.45pm - 7pm.

Medical advances now mean HIV doesn’t have to stand in the way of living a long and healthy life. But it’s not over. More people than ever are living with HIV in the UK. Services are being cut, stigma and myths about HIV are still deeply entrenched and we’re now seeing the first generation growing old with HIV. We can’t stop now.

We are still fighting, still caring and still wearing our red ribbon with pride. We won’t forget, we won’t give up!.

Managing Disability – Development event

Tuesday 20 December 2016 from 2pm - 3.30pm with Special Guest: Chris Haines, Senior Adviser at ACAS South West. Find out about reasonable adjustments and raise your queries.

Please book with Maria Smith: Ext. 45580
E mail: Maria.Smith@nbt.nhs.uk



Christopher Hancock Building, Southmead Hospital,
Southmead Road, Westbury-on-Trym, Bristol, BS10 5NB



0117 414 5578 Ext: 45578



Lesley.Mansell@nbt.nhs.uk



Please ask if you would like this newsletter in a different format